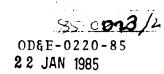
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Robert D/OD&E	J. Kohler	,		EXTENSION	NO. \$5-0023/2 DATE 23 January 1985
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MEMORANDUM -	FOR:	Deputy	Director	tor	Administration	1

FROM:

Robert J. Kohler

Director of Development and Engineering

SUBJECT:

Length of Tours for Certain Support Personnel Assigned to $\mathtt{OD} \xi \mathtt{E}$

I appreciate your positive response of 9 January 1985 to the issue of defined tours of duty for certain positions in the Support structure of OD&E. It is my opinion that the following positions should be designated as at least three year tours of duty:

Position No.	Position Title	
) / Robert J. Kohler	
	for	

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		POUCH MANIFEST	
TO: DDA	A, 7D18 Hqs.		Pouch No.
FROM: H()S/P		DATE 23 JAN 85
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1	OD&E-0220-85	Length of Tours for Cert	
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MEMORANDUM FOR: Director of Development and Engineering

FROM:

Harry E. Fitzwater

Deputy Director for Administration

SUBJECT:

Length of Tours for Certain Support Personnel

Assigned to OD&E

Cob,

- In response to your memorandum dated 21 December 1984, I would like to express my appreciation for the complimentary statement regarding the quality of support provided to OD&E. We in the Directorate of Administration certainly agree with you that OD&E support jobs are important and require continuity. Three-year tours for the senior assignments and critical mid-level positions appear to be reasonable. There would, of course, be occasions when circumstances dictate the necessity for shorter tours.
- 2. To assist us in our career planning efforts, we request that you identify the positions where three-year tours appear appropriate. In the future, our career service will continue to make every effort to provide OD&E with well trained and experienced support personnel to meet your high priority intelligence requirements.

Harry E. Fitzwater

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(8 January 1985)

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2 JAN 1985 ROUTING AND TRANSMITTAL SLIP TO: (Name, office symbol, room number, building, Agency/Post) Initials Date DDA/CMS EO/DDA **ADDA** DDA Action File Note and Return Approval For Clearance **Per Conversation** As Requested For Correction **Prepare Reply** Circulate For Your Information See Me Comment Investigate Signature Coordination Justify REMARKS 85-0023

1. Please prepare a response for DDA's signature

SUSPENSE: 9 January 1985

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	Phone No.
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	ROUTING AND	RECOR	D SHEET
SUBJECT: (Optional)			DD/A Registry
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Robert J. Kohler		EXTENSION	NO.
D/OD&E			DATE 31 December 1984
TO: (Officer designation, room number, and building)	DATE	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
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OD&E-0730-84 2 1 DEC 1984

MEMORANDUM FOR:	Deputy Director for Administration
FROM:	Robert J. Kohler Director of Development and Engineering
SUBJECT:	Length of Tours for Certain Support Personnel Assigned to OD&E
demanding, ever that pushes the esoteric program The management on The "excellence" do this, I must enced. I count programs/offices 2. I have by personnel assign experienced personnel assign experienced personsider them an	gement of the technical programs in OD&E is changing and rewarding. The OD&E total effort state-of-the-art from concept to functioning s requires well trained, dedicated personnel. f OD&E is "excellence in all we do" personified. is pushed down to the meaningful work level. To have personnel who are well trained and experion them to take management control of their, etc. een very pleased with the quality of the Support ed to OD&E. They are dedicated, hardworking, onnel who quickly recognized the importance of ity national intelligence programs, and I integral part of the OD&E team. When Support signed to OD&E there is a certain learning period
to become famili the profession. job, the workloa	ar with the technical disciplines and acronyms of Once the individual becomes comfortable with the d and associated responsibility falls on their ey have complete control over their area of
developmental ef future. To have I feel there are defined tour of establish an agr that by working	the OD&E programs push the state-of-the-art, our forts can be five, seven or ten years in the stability and continuity within these programs, certain positions in Support that require a duty of at least three years. I would like to eement with you on these positions. I am sure together we can continue to support the high gence requirements of the OD&E programs.
	Robert J. Kohler

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